APPENDIX IX.

[Vide answer to question No. 657-A asked by Mr. Sami Venkatachalam Chetti at the meeting of the Legislative Council held on the 26th November 1928 page 45 supra.]

Letter from the Inspector-General of Registration, Madras, to the Secretary to Government, Law and Education Department (through the Accountant-General, Madras), No. 297-Accts., dated 7th July 1927.

[Sub-Registrars—Prospects—Improvement.]

With reference to my personal interview with the hon. the Second Minister I enclose a statement showing the financial result of a scheme adumbrated by me for the betterment of the prospects of sub-registrars. I might mention that the introduction of such a scheme was incidentally suggested by me last year in connection with the representations made by a deputation of the Madras Presidency Sub-Registrars Association that waited on the hon. the Minister (Sir A. P. Patro) on the 3rd October 1925. [My Letter No. 25-Est., dated 25th January 1926—G.O. Mis. No. 128 Law (Regn.), dated 12th July 1926.]

2. As represented in the memorials from sub-registrars submitted to Government with my letter No. 169-Est., dated 18th September 1925, the prospects of promotion of this class of officers to the cadre of district registrars are poor, the percentage of gazetted to non-gazetted posts being only 5·4, which is much lower than the proportion obtaining in other departments as detailed below :—

Department.	Gazetted.	Non-gazetted.	Percentage of gazetted to Non-gazetted.
Forest	25	195	12·8
Revenue	130	784	16·6
Education ...	21*	281*	7·5
Registration ...	33	605	5·4

* Inspection staff (Men's Branch). The number in column 3 excludes 73 supervisors of elementary schools who have been recently absorbed as junior deputy inspectors on a pay of Rs. 50—75.

This low proportion is diminishing each year with the opening of new sub-offices to meet the convenience of the Registering public. Again, the

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system which was in force for three years of direct recruitment of individuals to the upper grade of sub-registrars with a view to their eventual appointment as District Registrar has retarded the prospects of sub-registrars still further.

3. Taking the existing personnel of District Registrars, the average number of vacancies among these officers ranges from 2 to 3 per annum. Even this number will dwindle in a few years with the gradual absorption into the District Registrars' cadre of the six young sub-registrars appointed by direct recruitment. The result will be that most of the sub-registrars cannot look forward for promotion to the cadre of district registrars before they are due to retire. Seeing that the sub-registrars' cadre is almost entirely composed of graduates, that the chances of their promotion to the gazetted rank are unduly limited and that they have no outlet for promotion in other departments it is not unreasonable that they should expect higher remuneration at least towards the end of their service. The pay of a Tahsildar ranges from Rs. 200 to Rs. 300 rising by annual increments of Rs. 10 while Inspectors of Police form three grades of Rs. 175, Rs. 225 and Rs. 275. Senior Deputy Inspectors in the Educational department are borne on the time scale of Rs. 75—5—100—10—150, 150—10—250. The minimum pay of the Provincial service in the Revenue department is Rs. 300 while in the other departments mentioned above it is Rs. 250. It seems therefore that it is a generally accepted principle that the maximum pay of non-gazetted executive posts should correspond to the minimum pay of the gazetted posts. I submit that the same principle may be extended to Sub-Registrars so as to enable officers who may not have an opportunity to get into the gazetted ranks of the department during their service to rise to Rs. 250, the minimum pay of a District Registrar. This will also give the officers a small increase in pension. I beg accordingly to recommend that the existing 20 per cent of the Sub-Registrar's cadre which constitutes the upper grade may be split up into a selection grade on Rs. 200—10—250 consisting of 5 per cent of the entire cadre, the remaining 15 per cent to form the upper grade on the existing scale of pay. This will work out to 30 officers in the selection grade. That this proportion of 5 per cent of the cadre is very moderate will be conceded when it is remembered that the number of posts of Police Inspectors carrying a pay of over Rs. 200 forms about 10 per cent of the entire cadre of Sub-Inspectors and Inspectors of Police. I am confident that the revision of pay suggested by me would add to the efficiency and contentment of the service.

4. The average cost of a Sub-Registrar's post comprised of two grades as at present is Rs. 112–8–0 according to the prescribed formula, while under the scheme now proposed the average cost will be raised to Rs 113–12–0. The initial extra expenditure will not, however, exceed Rs. 5,280 per annum. As the Government are aware, the responsibility of Sub-Registrars has increased in consequence of the introduction of the scheme of a Register of Holdings which has so far been extended to 20 registration districts. Their work has gradually grown more arduous in the administration of Stamp and Registration Laws and in the assistance rendered by them to other departments and local bodies in their capacity as Notaries Public, Special Magistrates, Treasury Officers, Additional Assistant Registrars of Joint Stock Companies, officers in charge of stamp depots, Members of Local committees, etc. I therefore request that the Government may be pleased to sanction this much needed reform from 1st March 1928, the requisite provision therefor being made in the budget estimate for 1928–29.

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ANNEXURE.

Nature of scheme.	Number of posts.	Estimated cost—Recurring.			Non-recurring.
		Budget estimate, 1928-29.	Average cost accorded to prescribed formula.	Ultimate cost.	
		RS.	RS.	RS.	
Formation of a selection grade of Sub Registrars.	484 (Rs. 65—5—150) 91 (Rs. 160—5—200) 30 (Rs. 200—10—250)	(a) 5,280	(b) 9,075	(c) 18,000	..

in lieu of the existing strength of 605 sub-registrars with 20 per cent thereof in the upper grade.

(a) For purposes of promotion to selection grade, the average pay of an upper grade sub-registrar (Rs. 185 $\frac{1}{3}$) has been taken as the basis. The extra cost works out to Rs. 14 $\frac{2}{3}$ (200—185 $\frac{1}{3}$) × 30 × 12 or Rs. 5,280 per annum.

(b) The average pay of a sub-registrar of all grades will under the scheme be raised from Rs. 112-8-0 to Rs. 113-12-0. The extra cost per mensem is therefore Rs. 1-4-0 per head or Rs. $\frac{605 \times 5 \times 12}{4}$ or Rs. 9,075 per annum.

(c) Is made up of Rs. 50 (difference between the maximum of the upper grade and the selection grade × 30 × 12, i.e., Rs. 18,000).

II. Sub-Registrars—Selection Grade.

1. M.R.Ry. P. V. Krishnan Nambiyar.
2. Muhammad Najm-ud-din Hussain Sahib Bahadur.
3. M.R.Ry. O. Narayanan Avargal.
4. ,, A. Vedanayakkam Avargal.
5. ,, V. S. Viswanatha Ayyar Avargal.
6. ,, T. A. Muthuswami Chetti Garu.
7. ,, P. Jayaram Pillai Avargal.
8. ,, K. Sundaravadivelu Mudaliyar.
9. Sayid Madar Hussain Sahib Bahadur.
10. M.R.Ry. S. Govindarajulu Nayudu Garu.
11. ,, P. J. Chandra Avargal.
12. ,, A. K. Subbaraya Ayyar Avargal.
13. ,, A. V. Karunakara Menon Avargal.
14. T. Muhammad Sahib Bahadur.
15. M.R.Ry. T. Lakshminarasimha Rao Nayudu Garu.
16. Mr. Maurice Kendall.
17. M.R.Ry. K. Kuppuswami Sastri Avargal.
18. ,, S. Shanmukham Pillai Avargal.
19. ,, K. P. Karunakara Menon Avargal.
20. Mahaboob Hussain Iqbal Sahib Bahadur.
21. M.R.Ry. A. Raman Nayar Avargal.
22. Mr. F. Soans.
23. M.R.Ry. C. P. Krishnaswami Ayyar Avargal.
24. ,, M. C. Raman Avargal.
25. P. K. Murtuza Ali Khan Sahib Bahadur.
26. Sriman Baishnab Charan Das Mahasayo.
27. M.R.Ry. A. Govinda Rao Avargal.
28. ,, P. Natesa Mudaliyar Avargal.
29. ,, S. Jnanadesikan Pillai Avargal.
30. ,, T. S. Venkatarama Ayyar Avargal.